



## TIMOTHY W. LINDSAY

### Jackson Office

(601) 985-4495

tim.lindsay@butlersnow.com

*Tim has practiced exclusively in the area of labor and employment law since 1987 and possesses extensive experience in defending public and private employers against claims involving a wide variety of state and federal labor and employment laws.*

### PRACTICE AREAS AND INDUSTRY TEAMS

- Labor and Employment
- Employment Litigation
- Union Avoidance and Contract Negotiation
- Workers' Compensation

### EXPERIENCE

- *Toney v. Select Specialty Hosp.*, 142 F.Supp.3d 494 (S.D. Miss., 2015)
- *Earthgrains Bakery Grp., Inc. v. Miss. Dept of Emp't Sec.*, 131 So.3d 1163 (Miss. 2014)
- *Graham v. Applied Geo Technologies, Inc.*, 593 F.Supp.2d 915 (S.D. Miss., 2008)
- *Decarlo v. Bonus Stores Inc.*, 989 So.2d 351 (Miss., 2008)
- *Southwood Door Co. v. Burton*, 847 So.2d 833 (Miss., 203)
- *Byrd v. Imperial Palace of Mississippi*, 807 So.2d 433 (Miss., 2001)
- *Hopson v. Quitman County Hosp. and Nursing Home Inc.*, 126 F.3d 635 (5<sup>th</sup> Cir., 1997)
- *Gaston v. Jack Post Corp.*, 971 F.Supp. 1084 (N.D. Miss., 1997)
- *N.L.R.B. v. Hood Furniture Mfg. Co.*, 941 F.2d 325 (5<sup>th</sup> Cir., 1991)
- *Russell v. Schering-Plough Corp.*, 725 F.Supp. 901 (S.D. Miss., 1989)

### BAR ADMISSIONS

- Mississippi, 1984
- U.S. District Courts
  - Mississippi: Northern and Southern
  - Louisiana: Middle
  - Tennessee: Western
- U.S. Court of Appeals
  - 5<sup>th</sup> Circuit
- U.S. Supreme Court
- Mississippi Band of Choctaw Indians Tribal Court
- Mississippi Supreme Court
- Mississippi Court of Appeals
- Mississippi Circuit Courts
- Mississippi Chancery Courts

## **DISTINCTIONS**

- *Chambers USA, America's Leading Lawyers for Business*
  - Labor and Employment – Mississippi, 2007-2020
- *Martindale-Hubbell*<sup>®</sup>
  - AV<sup>®</sup>- Preeminent<sup>™</sup> Peer Review Rated
- *Best Lawyers in America*<sup>®</sup>
  - Employment Law – Management, 2011-2021
  - Labor Law – Management, 2011-2021
  - Lawyer of the Year, Employment Law – Management (Jackson), 2017
- *Super Lawyers*<sup>®</sup>
  - Mid-South Super Lawyers, Employment & Labor, 2011-2020
  - Mid-South Rising Stars, Employment & Labor, 2006-2007
- *Mississippi Business Journal*, Top 10 Leaders in Law, 2016
- *Benchmark Litigation*
  - Labor & Employment Star, 2021

## **ASSOCIATIONS**

- American Bar Association
  - Labor and Employment Section
    - EEOC Committee
- Mississippi Bar Association
- Mississippi Defense Lawyers Association
- Madison County Bar Association
- Capital Area Bar Association

## **EDUCATION & HONORS**

- University of Mississippi School of Law, J.D., 1984
  - Phi Delta Phi (Legal Honor Fraternity)
- University of Mississippi, B.B.A., Managerial Finance, 1981
  - Student Alumni Council
  - Ambassador – Recruitment

## **PAPERS, PRESENTATIONS AND PUBLICATIONS**

- Author, “LAW ELEVATED – NLRB returns to more employer-friendly standard addressing employee discipline for offensive behavior,” *Mississippi Business Journal*, July 28, 2020.
- Author, “LAW ELEVATED – NLRA considerations during COVID-19 pandemic,” *Mississippi Business Journal*, April 14, 2020.
- Speaker, “Mini Law School for HR Professionals,” National Business Institute, Jackson, Miss., July 19, 2018.

- Speaker, "Continued Expansion of the NLRA," SHRM Conference, Biloxi, Miss., May 12, 2015.
- Speaker, "Positive Employee Relations: Maintaining Your Direct Relationship," Society for Human Resource Management – MS Chapter, Jackson, Miss., June 20, 2014.
- Speaker, "Wage & Hour: Avoiding Pitfalls," Society for Human Resource Management – MS Chapter Annual Conference & Convention, Biloxi, Miss., May 7, 2014.
- Speaker, "Contesting Claims for Unemployment Benefits," Electric Power Associations of Mississippi, Jackson, Miss., April 10, 2014.
- Speaker, "Wage & Hour Top Ten Mistakes," Mississippi Farm Bureau Federation, Jackson, Miss., March 3, 2014.
- Speaker, "Employment Law Basics for In-House and Corporate Counsel," Mississippi Corporate Counsel Association, Jackson, Miss., February 26, 2014.
- Speaker, "The Legal Pitfalls of Health Care Reform – The Employer's Perspective," Strategic Leadership for HR Executives, Jackson, Miss., November 19, 2013.
- Speaker, "Avoiding Worker's Compensation Fraud," Society for Human Resource Management, Hattiesburg, Miss., February 15, 2011.